

## CVM eNews - January 2018

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CVM eNews



Cornell University  
College of Veterinary Medicine



### January 2018



#### Many Voices, One College

Dean Warnick reaffirms the College's commitment to inclusion and diversity.



#### Spotlight on Oncology Service

The CVM Staff Council is excited to highlight the Oncology Service at the Cornell University Hospital for Animals.

#### Program Will Protect Pets When Disaster Strikes

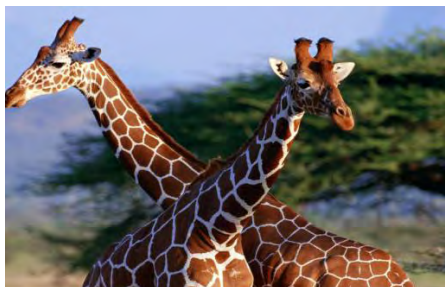


educate local shelters about natural disaster response.  
A new project from Maddie's® Shelter Medicine Program aims to educate local shelters about natural disaster response.



## Human Resources News

W-2s are available! And read the latest on the Winter Employee Celebration happening February 17.



## Hellos and Goodbyes

Meet the new employees who joined us last month.



## Did You Know?

From 1895 to 1957, the veterinary college complex was initially located where Uris Hall and the School of Industrial and Labor Relations are currently situated. When Schurman Hall and adjoining clinic buildings were constructed in 1957, the College moved to its present east campus site. The photo shows the complex as it looked after construction in 1957.

## Upcoming Events

Below you will find the Inclusive Excellence Academy (IEA) workshop offerings for this semester, where you can go for great discussions about developing inclusive practices and behaviors.

<u>Date</u>	<u>Event</u>
Jan & Feb	Browse the various <a href="#">Senior Seminars</a> offered throughout January and February
1/26-1/28 Fri-Sun	<a href="#">Animal Health Hackathon</a>
1/26 Fri	<a href="#">Clinical Sciences Nestle Purina Seminar Series</a> : "Hang in There and Be Tough"
1/30 Tue	Baker Institute Seminar Series: "State of the Institute" at 12:00 p.m. in the Thaw Lecture Hall, Baker Institute
2/6 Tue	<a href="#">Resident Seminar Series</a> : "Statistics Unit 1: Descriptive Statistics and Introduction to

2/16	Fri	IEA Workshop: <a href="#">"#MeToo to #IHave: What Does Sexual Harassment Look Like in the Workplace?"</a>
2/17	Sat	<a href="#">Cornell Employee Celebration</a>
2/20	Tue	<a href="#">Resident Seminar Series</a> : "Statistics Unit 2: Study Design, Measures of Disease Risk and Association"
2/28	Wed	IEA Workshop: <a href="#">"Ally Development: Moving from Awareness to Action"</a>
3/21	Wed	IEA Workshop: <a href="#">"Unpacking Mental Health in the Workplace"</a>

## Have Events or Ideas?

Let us know what you would like to see in eNews. Feel free to contribute events that you'd like to see get more visibility or even your own articles which might be of interest to your colleagues and the CVM community at large.

To do so, contact eNews at [cornellvet@cornell.edu](mailto:cornellvet@cornell.edu) and make sure to put eNews in the subject line.

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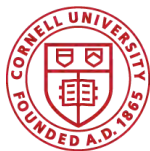
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## Cornell University College of Veterinary Medicine

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### Many Voices, One College

Dean Lorin Warnick led a discussion on inclusion in the College community on Monday with approximately 60 faculty, staff and students. The group addressed a range of topics, with some attendees sharing personal experiences and others offering suggestions to encourage open communication about inclusion and diversity at the College. Many noted the desire to draw in underrepresented groups, as well as the need to make members of such groups feel welcome once they arrive at the College. Dean Warnick also asked for additional input on future dialogue topics to continue engaging the community more broadly. This discussion follows a direct initiative from the strategic plan the dean introduced in fall 2017 as well as an inciting incident with a Black Lives Matter poster last week. Angela Winfield, Director of Inclusion and Workforce Diversity for Cornell, informed the group about campus-wide inclusion plans.

The dean sent the following message about this topic last weekend:

As we start a new year and semester, it is important that we continue to cultivate an environment and culture in which all students, faculty and staff feel included, valued and able to express their opinions. At the College of Veterinary Medicine, our diverse community makes us stronger, and it is our responsibility to reaffirm our commitment to ensuring respect, dignity and safety for everyone.

I am writing to you today because earlier this week Black Lives Matter posters displayed by our community members were removed without consent and defaced after they were re-posted. I did not write sooner to allow time for the Cornell University Police Department to begin their initial investigation. While we encourage civil discourse of diverse views, we have zero tolerance for defacing of public or private property, hate speech or discrimination. This sort of behavior performed under the cloak of anonymity threatens the open and inclusive climate we seek to create. I encourage everyone to demonstrate respect, understanding and support for all your fellow students and coworkers. Our behaviors speak volumes and have profound impacts on other members of our community.

As I said in my recent State of the College Address, I and other College leadership will begin hosting a monthly diversity and inclusion dialogue series, "Many Voices, One College." This will provide an open forum for honest discussion where we can cultivate understanding. I encourage you to attend and share your views and ideas on how to create a welcoming and supportive community. I will host the first of these this Monday, January 22<sup>nd</sup>. Please bring your lunch and join me for a discussion at noon in the green room (S2-223) adjacent to the Café. I also remind you of important resources available (listed below) if you would like to speak with someone or would like professional guidance on issues faced in the workplace or as students. Also, please do not hesitate to reach out to me directly.

From my many years of working in the College, I am confident that we have a strong community that is supportive of one another, where we value principles of mutual respect and equality, and can resolve differences through discourse.

I look forward to working with all of you this coming year and appreciate all you do to contribute to the education, research and outreach missions of the College.

Sincerely,

Lorin D. Warnick, DVM, PhD  
Austin O. Hoey Dean of Veterinary Medicine

Bias Reporting  
To report a bias incident [Click Here](#)

Cornell's [Harassment, Discrimination, and Bias Reporting website](#) also offers a range of valuable resources

#### Peer Support

All: CVM Peer Support Network ([PSN](#)) is for anyone in need of someone to talk to. They are colleagues, not counsellors, and can provide informal support and assistance and direct you to other College and University resources. This year's PSN Brochure is attached. It lists the current PSN Volunteers and their contact information and various resources available in the college. You may contact any of the volunteers. If you aren't sure who would be most appropriate you can find out more about each of them on the big yellow posters displayed around the college or on the PSN website at: <http://web.vet.cornell.edu/cvm/psn/>

Students: Student Peer Mentors are available to offer support and connect you to other college and university resources. If you need assistance contacting one of these student peers, contact Jai Sweet at [jr27@cornell.edu](mailto:jr27@cornell.edu)

#### Professional Consultation

Students: Cornell Health Counseling and Psychological Services ([CAPS](#)) is a safe, confidential resource available to help students address stress, anxiety, depression and other issues. Our CAPS resource is Paul Soper, who can be reached at [pvs4@cornell.edu](mailto:pvs4@cornell.edu), and hold office hours at the College on Tuesdays from 12:00-4:00.

Faculty & Staff: The Faculty and Staff Assistance Program ([FSAP](#)) offers free and confidential guidance and support, as well as referral to other community resources; call 607-255-2673 or <https://fsap.cornell.edu/>

All: The Empathy and Referral Services ([EARS](#)) offer non-judgmental, short term counseling by skilled volunteers. Call 607-255-3277 or stop by in 213 Willard Straight Hall.



## Spotlight on... Oncology Service

The CVM Staff Council is excited to highlight the Oncology Service at the Cornell University Hospital for Animals in the January 2018 edition of CVM eNews. The Oncology Service offers comprehensive consultation, diagnostic services, staging, and treatment plans for all cancers of companion animals, and also consults on both exotic and large animal cases. The CVM Staff Council had the opportunity to sit down with the Oncology Service team to learn more about the work they do.

Interested in learning more about the CVM Staff Council? Check out our recently updated [webpage \(https://www2.vet.cornell.edu/about-us/leadership/staff-council\)](https://www2.vet.cornell.edu/about-us/leadership/staff-council)!





From left to right, top to bottom: Dr. Angela McCleary-Wheeler, Dr. Lillie Davis, Dr. Josh Henry, Heather Briggs, Dr. Cheryl Balkman, Laura Barlow, Dr. Lucy Underwood, Jean Mint, Laura Hobbs, Dr. Yike Bing

Staff Council : Could you tell the CVM Community a little bit about your department?

Oncology : Our team is comprised of four faculty members, three residents, one specialty intern, and five licensed veterinary technicians. We also work very closely with clinical trial technicians and animal care specialists. We are a fun group that enjoys working together and helping our patients.

Staff Council : What types of animals do you see?

Oncology : The list is long! Mainly we see cats and dogs but we have treated penguins, snakes, ferrets, rabbits, pigs, goats, horses...

Staff Council : Wow, that is a long list! Do you ever grow attached to your patients?

Oncology: Definitely! Our patients and their owners become like family members to us. Many of our patients love coming here, and get very excited when they see us.

Staff Council : Do you have an uplifting story you would like to share with our readers?

Oncology : We actually have a lot of uplifting stories! Cancer is not always filled with sadness; we experience positive outcomes on a regular basis, such as watching a patient walk after receiving treatment! Just this past week, we had a patient visit us on his “two-years in remission” birthday. It is very rewarding to see our patients return year after year!

Staff Council : What is the overall goal of your department?

Oncology : Our overall goal is to improve the quality of life for our patients with cancer. Of course we do not want our pets to have cancer, but when they do, we want them to be able to feel as good as they can similar to other chronic diseases pets may experience as they age.

Staff Council : Thank you, Oncology Service, for being our CVM Staff Council's January Spotlight! To learn more about the Oncology Service, please visit their [webpage \(http://vet.cornell.edu/hospital/Services/Companion/Oncology/\)](http://vet.cornell.edu/hospital/Services/Companion/Oncology/).

Next month, the Spotlight will be on our very own Staff Council. Have ideas or suggestions for an upcoming Spotlight? Email us at [cvmstaffcouncil@cornell.edu](mailto:cvmstaffcouncil@cornell.edu) (<mailto:cvmstaffcouncil@cornell.edu>)!



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## Cornell University College of Veterinary Medicine

[Home](#) > [News](#) >

# Program will protect pets when disaster strikes

🐾 Friday, January 5, 2018 - 3:11pm



Shelter medicine rotation student Deirdre Halloran DVM '17 pets dog Dizzy at the SPCA of Tompkins County. Photo by Sarah Nickerson.

Tompkins County pets can expect expert care even in the most stressful of times thanks to a new project from [Maddie's® Shelter Medicine Program](#) that aims to educate local shelters about natural disaster response.

Funding for this sort of extra training is often a tremendous obstacle for many small, non-profit animal shelters. MSMP received a 2017 [Engaged Opportunity Grant](#) to address this need in the Finger Lakes region.

"This grant has given us the opportunity to provide training that is often too expensive for small organizations," said Elizabeth Berliner DVM '03, the Janet L. Swanson Director of Shelter Medicine. "By building on our strong partnerships with area shelters, we can ensure the wellbeing of these animals."

Natural disasters in 2017 alone have devastated parts of the United States. In October, Hurricane Harvey displaced more than 30,000 people in Texas and hundreds of thousands fled the path of Hurricane Irma in Florida. The fires in northern California that same month burned through 245,000 acres. Many of those affected have family pets. “I think about the animals I grew up with, about the pets of my family and friends,” said program coordinator Sarah Nickerson, “and the question I always come back to is: What do you do? How do you care for them when disaster strikes?”



The shelter medicine group at the Tompkins County SPCA. Photo by Sarah Nickerson.

MSMP will make sure to answer those questions as it works with the ASPCA Field Investigations and Response Team to launch a two-day disaster response workshop for students in the College of Veterinary Medicine as well as humane workers at the shelters of Chemung, Schuyler, and Tompkins Counties. The local SPCA and Tompkins County Department of Emergency Response will also participate. The workshop will involve live-action simulations in which staff and students enact best practices for disaster response.

“It was an idea we’ve had for a while,” said Nickerson. “It seems more relevant every day.”

Nickerson anticipates the workshop to launch in March. There are 40 openings in the project, 20 of which are reserved for MSMP and local shelter personnel and 20 for students in the College interested in shelter medicine. Once students and staff have this training, they can then go into their own communities and share the information.

“By providing this opportunity to our veterinary students, we are setting the stage for ongoing work in this and other communities around disaster preparedness,” said Berliner.

MSMP intends for this project to encourage parallel strategies in neighboring counties. “That way there will be communication so when something does happen, it’s not as chaotic and the community feels assured that their animals will be safe,” said Nickerson.





A rotation student examines a rabbit's ear. Photo by Sarah Nickerson.

The first workshop will focus on companion animals, and MSMP intends to develop the project into a course for students next year that will culminate in a two-day workshop similar to the one happening this March.

They also hope to expand to farm animals in future years, given the high density of farms in the Finger Lakes. They want shelters to be prepared for every possibility.

“They’ll be the ones people rely on when disaster strikes, and if they don’t have the training, they can’t take care of our pets,” said Nickerson.

By Melanie Greaver Cordova



# Human Resources January Update

Feb 17: Save-the Date: Winter Employee Celebration

Saturday, February 17, 2018

Ramin Room/Bartels Hall, 3:00 to 5:30 p.m.

Cornell's annual Winter Employee Celebration ([http://r20.rs6.net/tn.jsp?f=001NsP4H3vTUWvB36UnOmlkDIYor-](http://r20.rs6.net/tn.jsp?f=001NsP4H3vTUWvB36UnOmlkDIYor-cbYEiPIngPiRKJLTgoPLPH4765xmhAC0EqrP6pU47KBtArKt0abmC1EJW6MCv1Z2c6KifqsKWP-WuhYn4wTK1c0nlNeJvTLJDGweDI-HM4Ed7QkZAv5zibKW3ikqa5yE-vNrJt0TUmnuINIBVrJo3lDaWyVBbnMO93Ut2o76EJiTghro=&c=hoG3ixN-Ga2SDhCwkfMRPsYltw4vacgwstaRCSBgHTsCta2com2RZA==&ch=yNthXhgrosCwkh4gwZrMi96kFoVQ3zN3z1dnttji71c_61rcP_w==)

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**Tickets:** Contact CVM – Office of Human Resources HR for tickets

**Events:** Your ticket includes dinner and a variety of athletic events:

- Women's Lacrosse, Women's Basketball, Men's Basketball, Men's Polo
- Men's Ice Hockey tickets\* are available for an additional \$5 with purchase of Employee Celebration ticket Family Bowling\* at Helen Newman Bowling Lanes, 12:00 to 6:00 pm (\*extra cost: \$2 games, \$1 shoes)

**Parking:** Free parking at Hoy Garage with Cornell University ID.

**Volunteers Needed:** All volunteers scheduled for set up, serving or clean-up will receive an Employee Celebration t-shirt and complimentary meal/game ticket for the day's events. Please contact [empcelebration@cornell.edu](mailto:empcelebration@cornell.edu) (<mailto:empcelebration@cornell.edu>) to volunteer for this event.

W-2's – Ready!

The 2017 W-2 process has been completed, and W-2s have been sent for printing. If you did not opt out of receiving a paper copy of your W-2, it will be mailed to the address that you have provided in Workday. W-2s will be mailed the week of January 22. If you do not receive your paper copy by January 31, please contact HR/Payroll Support at 255-8828 or [hrpayrollsupport@cornell.edu](mailto:hrpayrollsupport@cornell.edu) (<mailto:hrpayrollsupport@cornell.edu>). The 2017 W-2s will be available in Workday on January 16, 2018. To access your W-2 in Workday, please follow the steps below.

- Select the “Pay” icon
- View “My Tax Documents”
- Under “Tax Year,” in the line “2017,” select “View/Print”

With this feature, you can print your 2017 W-2 to file with your tax forms. If, at any time, you need an additional copy reprinted, follow these same steps.

**Important Note:** To keep your data safe, be sure to delete the PDF generated W-2 after you have printed the document. Also, be sure you are aware of location of the printer and that it is not in a public area.

#### Current Nonacademic Open Positions

The list below is dynamic and updated regularly. For additional information, please visit the Cornell Careers Page at <https://hr.cornell.edu/jobs> (<https://hr.cornell.edu/jobs>). Contact Toral Patel at 607-253-3718 or [tdp38@cornell.edu](mailto:tdp38@cornell.edu) (<mailto:tdp38@cornell.edu>).

- Animal Attendant IV - Teaching Dairy Barn
- CUHA- Customer Service Representative (Part-time)
- MPH Program Administrative Assistant III
- Conference Coordinator
- Medical Technologist Asst. / Medical Technologist I
- Temporary Biobank Marketing Assistant
- Licensed Vet Tech - Ruffian Hospital, Elmont, NY
- Veterinary Technician-Emergency & Critical Care

#### Academic Open Positions

For a listing of open academic positions, please visit: <https://apps.hr.cornell.edu/recruiting/facultycareer.cfm> (<https://apps.hr.cornell.edu/recruiting/facultycareer.cfm>).

For information on the topics above, please contact the CVM Office of Human Resources at 607-253-4111.

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# Hellos and Goodbyes



## New Employees

Employee	Unit	Title
Tessa Brown	CVM-POPMD	Administrative Assistant
Katherine M. Decker	CVM-ADMIN-RGE	Administrative Assistant
Samantha Eaton	CVM-CUHA	Nursing Care LVT
Jordan Hollenbeck	CVM-CUHA	Nursing Care LVT

Candice Marie Jaynes	CVM-CUHA	Cardiology LVT
Jonathan King	CVM-EDUC-ETI	Multimedia Producer
Shenaie MacLaury	CVM-AHDC	Technician
Mary Beth Mahaney	CVM-LEARN	Administrative Assistant
Bethany N Robinson	CVM-AHDC	Receiving Technician
Taylor Lindsey Thompson	CVM-RMSS	Executive Staff Assistant
Karen L. Warner	CVM-CUHA	Internal Medicine LVT

## Retirees

No individuals retired during this time period.

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